



saltash.net community school

Compliance with The Equalities Act 2010

Agreed Objectives as of April 2012 showing due regard for the three aims of the General Duty

(These objectives arose out of the review of saltash.net's Single Equality Scheme)

OBJECTIVE	To ensure all teaching and support staff continue to receive appropriate Equality and Diversity training
Specific	<ul style="list-style-type: none"> • To comply fully with the Public Sector Equality Duty. • To provide up to date information for all staff on a regular basis with regard to the 7 protected characteristics.
Measurable	<ul style="list-style-type: none"> • Attainment gaps narrowed, as evidenced through 'Raise on Line'. • Single Equality scheme principles adhered to across all aspects of school life.
Attainable	<ul style="list-style-type: none"> • Staff training provided with the aim of encouraging all departments (curricular, extra curricular, pastoral and support) to evaluate provision and opportunities on a regular basis.
Relevant	<ul style="list-style-type: none"> • To ensure saltash.net is compliant with all three areas of the general equality duty: <ul style="list-style-type: none"> ○ the need to eliminate discrimination, harassment and victimisation ○ the need to advance equality of opportunity ○ the need to foster good relations
Time-Bound	<ul style="list-style-type: none"> • 2012 – 2016 – to be regularly reviewed at Governing Body & Senior Leadership meetings.

OBJECTIVE	To promote inter-generational opportunities for active citizenship
Specific	<ul style="list-style-type: none"> • Creation of an internet cafe for elderly residents of Saltash, remotely managed by saltash.net and supported by students from across all years. • Development of HIT Squad (History and ICT in the community)
Measurable	<ul style="list-style-type: none"> • Monitoring of two projects will be led by History teacher Katie Boothman and will include numbers of students and numbers of elderly people involved in schemes.
Attainable	<ul style="list-style-type: none"> • Elderly residents will be given opportunities to improve ICT skills as well as interacting with younger generations. • saltash.net students will develop mentoring skills, social skills and research skills.
Relevant	<ul style="list-style-type: none"> • The Mayor of Saltash for 2011-12 identified cross generational partnerships as his priority for his mayoral year. saltash.net staff and students supported a number of initiatives, including the Live At Home scheme to enable this to happen.
Time-Bound	<ul style="list-style-type: none"> • The projects commenced in the Autumn of 2011. They will continue for at least another twelve months from 2012-13, using the funds raised by the Mayor's charity efforts to sustain progress.

OBJECTIVE	To provide a before school breakfast club and an after school homework club in order to narrow attainment gaps identified through progress tracking and data analysis
Specific	<ul style="list-style-type: none"> • A free breakfast to be provided on a daily basis in the school canteen with ICT, Literacy and Numeracy development resources available. • An after school homework club to run after school on a daily basis.
Measurable	<ul style="list-style-type: none"> • The Assistant Head I/C Intervention will monitor and encourage attendance and undertake student voice surveys as well as data monitoring of impact on student progress/attendance/exclusions.
Attainable	<ul style="list-style-type: none"> • Since its inception in February 2012, the Breakfast Club has been extremely positive with over 120 students attending each day. The Homework Club hopes to build on Breakfast club provision. Transport will be provided where necessary.
Relevant	<ul style="list-style-type: none"> • Deprivation studies of current situation throughout South East Cornwall and Plymouth Wards confirm that these clubs are providing an essential level of support for students at saltash.net.
Time-Bound	<ul style="list-style-type: none"> • The Pupil Premium funding has been used throughout 2011-12 to support the Breakfast Club and a proportion has been allocated from the 2012-13 funding to support this scheme. Continued evaluation of its success and impact will continue over the next twelve months.